

## SUSTAINABILITY REPORT 2023-2024-2025

The hotel is committed to provide high quality hospitality services and try to exceed customer expectations by creating a friendly and hospitable atmosphere for their customers.

We continually seek to improve our services whilst minimize our negative environmental impact. Thus, achieving a safe and sustainable environment, contributing to the local community and complying with Health & Safety legislation are key issues in our policy.

Our principles include:

- Conserving our natural resources through the implementation of routine actions and by sustainable management
- Conserving energy and water
- Reducing, reusing & recycling waste
- Complying with relevant environmental legislation and regulations
- Supporting the local community by employing local people wherever possible and purchasing products and services from local suppliers
- Raising awareness to our staff on conservation energy issues
- Complying with health and safety legislative requirements
- Promoting, wherever possible, renewable and sustainable energy sources
- Setting energy and quality targets and regularly monitoring and evaluating our energy and quality performance
- Reviewing objectives & targets with the aim to continually improve on minimizing our environmental impact

During the summer period of 2023 our hotel has employed 371 people. Out of these people, 178 are men (47,97%) and 193 are women (52,03 %). Furthermore, we support multinational and multicultural working environment, due to that our employees come from various backgrounds and ethnicities, such as Albania, Romania 147(39,62 %) people come from other ethnicities, while the rest 224 (60,38 %) are from Rhodes and Greece.

Correspondingly our top management positions are comprised of 6 women 9 men.

During the summer period of 2024 our hotel has employed 330 people. Out of these people, 153 are men (46,36%) and 177 are women (53,64 %). Furthermore, we support multinational and multicultural working environment, due to that our employees come from various backgrounds and ethnicities, such as Albania, Romania 150(45,45 %) people come from other ethnicities, while the rest 180 (54,55%) are from Rhodes and Greece.

During the summer period of 2025 our hotel has employed 318 people. Out of these people, 154 are men (48,42%) and 164 are women (51,57 %). Furthermore, we support multinational and multicultural working environment, due to that our employees come from various backgrounds and ethnicities, such as Albania, Romania 143(44,96%) people come from other ethnicities, while the rest 175 (55,03%) are from Rhodes and Greece.

Correspondingly our top management positions are comprised of 5 women 9 men.

- Our target for 2025 is to keep a ratio of men to women 50% for each
- Our target for 2025 is to have at least 60% of our employees as locals

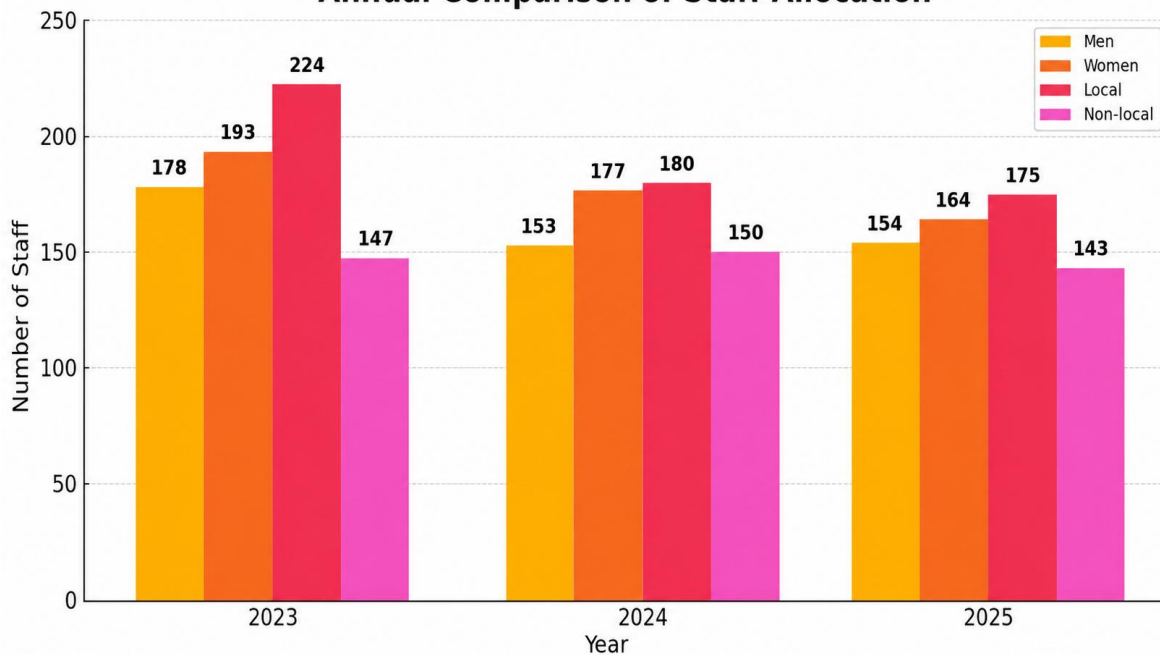
	Annual Comparison Staff Allocation			
-	2023	2024	2025	2026
Men	178	153	154	TBD next assessment
Women	193	177	164	TBD next assessment
Local	224	180	175	TBD next assessment
Non-local	147	150	143	TBD next assessment

As shown from 2023 to 2025, the number of male employees decreased by 13.5%, while female employees declined by 15.0%. Local staff recorded the most significant reduction, decreasing by 21.9% over the three-year period. In contrast, non-local staff remained relatively stable, showing only a slight decrease of 2.7%. Overall, the data indicates a gradual reduction in workforce allocation across all staff categories ,and this is due to the number of staff hires.

## Assessment of 2025 Targets

Target	2025 Result	Status
Maintain a 50% men – 50% women ratio	Men: 48.4% / Women: 51.6%	Nearly achieved
Have at least 60% local employees	Local staff: 55.0%	Nearly achieved

### Annual Comparison of Staff Allocation



## **COMMUNITY - PROCUREMENT OF GOODS**

We believe that responsible sourcing of goods is essential to reducing our environmental footprint and supporting local communities. Therefore, we prioritize procuring goods from suppliers who adhere to ethical and eco-friendly standards. Our procurement team diligently evaluates suppliers based on criteria such as fair labor practices, sustainable production methods, and minimal environmental impact.

By choosing suppliers who share our values, we aim to not only provide our guests with high-quality products but also contribute to a more sustainable future for our planet. From locally sourced organic produce to eco-friendly cleaning products, every purchasing decision AKTI IMPERIAL reflects our dedication to sustainability."

AKTI IMPERIAL purchases its goods and services from both local and non-local suppliers. Our primary suppliers are 111 and out of them, 79 (71%) are locals whilst the rest 32 (29%) are non-locals.

We promote local culture by providing our guests with information on local sights, cultural and natural heritage guest experience leaflet upon their arrival at hotel in each respective room.

- Our target for 2025 is to have at least 73% of our primary suppliers as local companies
- Our target for 2025 is to increase our procurement of products with sustainability label
- Our target for 2025 is to organize at least 1 an activity with the participation of staff, customers and locals with the target area being Agios Fokas. For example tree-planting activity.

Annual Comparison Suppliers				
-	2023	2024	2025	2026
Locals	79	79	84	TBD next assessment
Non-Local	32	32	20	TBD next assessment

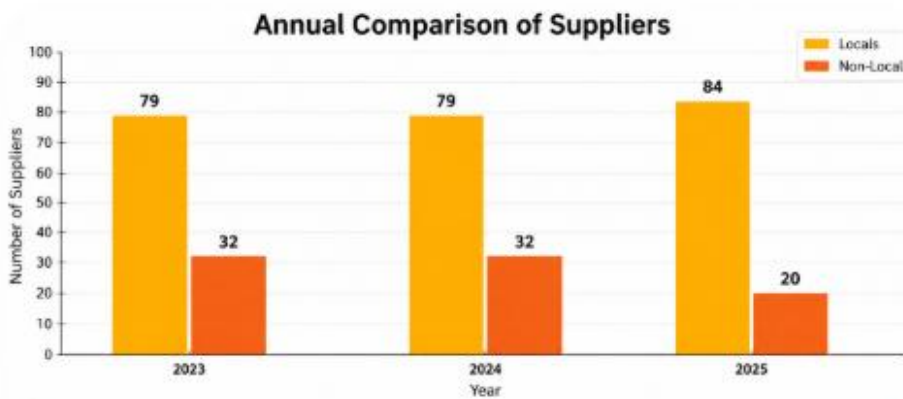
AKTI IMPERIAL purchases its goods and services from both local and non-local suppliers. Our primary suppliers are 114 for 2026 and out of them, 84 (73,68%) are locals whilst the rest 21 (17,54%) are non-locals.

**Akti Imperial staff participated in the beach cleanup in the Ixia area on 15/19/2025.**

**The Hotel participated in the celebration of the Artamitis Monastery twice in 2025 with the donation of a buffet.**

As shown the number of local suppliers remained stable at 79 in 2023 and 2024, then increased to 84 in 2025.

- Non-local suppliers remained stable at 32 in 2023 and 2024, but decreased significantly to 20 in 2025.
- The overall trend indicates a stronger focus on local sourcing and collaboration with local suppliers.
- This shift may contribute to improved supply chain efficiency, stronger community support, and reduced operational costs.



2025 Target	Result	Status
At least <b>73%</b> of primary suppliers to be local companies	Local suppliers in 2025: <b>84</b> out of <b>104</b> total suppliers ( <b>80.8%</b> )	✅ Target Achieved
Increase procurement of products with sustainability label	The hotel procured at least one seafood product certified with the MSC (Marine Stewardship Council) sustainability label.	✅ Target Achieved
Organize at least <b>1 activity</b> involving staff, customers, and local community members in the	Akti Imperial staff participated in a beach cleanup activity in the Ixia area on	✅ Target Achieved

2025 Target	Result	Status
Agios Fokas area (e.g. tree-planting activity)	15/09/2025. In addition, the hotel supported the celebration of the Artamitis Monastery twice in 2025 through buffet donations.	

### **Our Targets for 2026 :**

Local Suppliers	Maintain at least <b>75%</b> of primary suppliers as local companies.
Sustainable Procurement	Increase the procurement of products with recognized sustainability labels, including MSC-certified seafood products.
Community Engagement	Organize at least <b>2 community activities</b> involving staff, customers, and local residents in the Agios Fokas and surrounding areas.
Environmental Awareness	Expand staff participation in environmental initiatives such as beach cleanups, tree planting, or recycling campaigns.
Local Community Support	Continue supporting local cultural and religious events through donations, partnerships, or sponsorship activities.

## **WASTE MANAGEMENT**

At AKTI IMPERIAL, we understand the importance of responsible waste management in minimizing our environmental impact. We have implemented comprehensive waste management practices aimed at reducing, reusing, and recycling waste throughout our operations. Our staff is trained to segregate waste effectively,

ensuring that recyclable materials are separated from general waste. Additionally, we actively seek partnerships with waste management companies that prioritize environmentally friendly disposal methods, such as waste-to-energy technologies. Through these efforts, we strive to minimize the amount of waste sent to landfills and reduce our carbon footprint. Furthermore, we continuously evaluate our waste management strategies to identify areas for improvement and innovation. By adopting sustainable waste management practices, AKTI IMPERIAL is committed to preserving the environment for future generations while providing our guests with an eco-conscious hospitality experience.

Our primary waste recycling is glass, paper, plastic, aluminum, used cooking oil, batteries and cartons, light bulbs, toner and inks.

In order to support the waste recycling of the above mentioned we have spread throughout the hotel recycling bins for plastic, paper which then we gather and move them to the corresponding waste bins provided by the municipality to collect.

We have 3 big and 1 small recycling bin each for glass, waste press for carton in our parking area where authorized companies take the wastes and replace the bins

For batteries there are 1 cylindrical bins positioned outdoor of mini market where at the end of the season or in the middle of the season if its necessary they are retrieved by authorized companies.

For used oils, we have 3 bins in the departments where they are collected by an authorized company, reco oil, every month.

We have a collaboration with recycling S.A. where we use special bins for the collection of household appliances, inks and toners, as well as lamps, which come once or twice into the collection for recycling.

For urban wastes there are bins spread throughout the premises where at the end of the day they are retrieved and placed in specific ones provided by the municipality and stored in a storage area for them to be taken by the local authorities

- Our target for 2025 is to reduce the food waste produced by 2%
- Our target for 2025 is to promote recycling and increase recycled waste by 5%

	Annual Comparison Waste			
-	2023	2024	2025	2026
Food Waste	78447	77294	75817	TBD next assessment
Plastic and paper	16,730	27110	11960	TBD next assessment

**There has been a significant reduction in food waste due to the measures implemented in previous years (awareness among staff and guests). The same applies to plastic and paper waste, thanks to the increase in the number of guests as well as the expansion of recycling channels across the different departments.**

The annual comparison data indicate the following conclusions:

- **Food waste** shows a steady decrease from 2023 to 2025:
  - 2023: 78,447
  - 2024: 77,294
  - 2025: 75,817

The overall reduction during the three-year period is approximately **3.4%**, indicating an improvement in food waste management practices and possibly increased awareness and operational efficiency.

- **Plastic and paper waste** show significant fluctuations:
  - 2023: 16,730
  - 2024: 27,110
  - 2025: 11,960

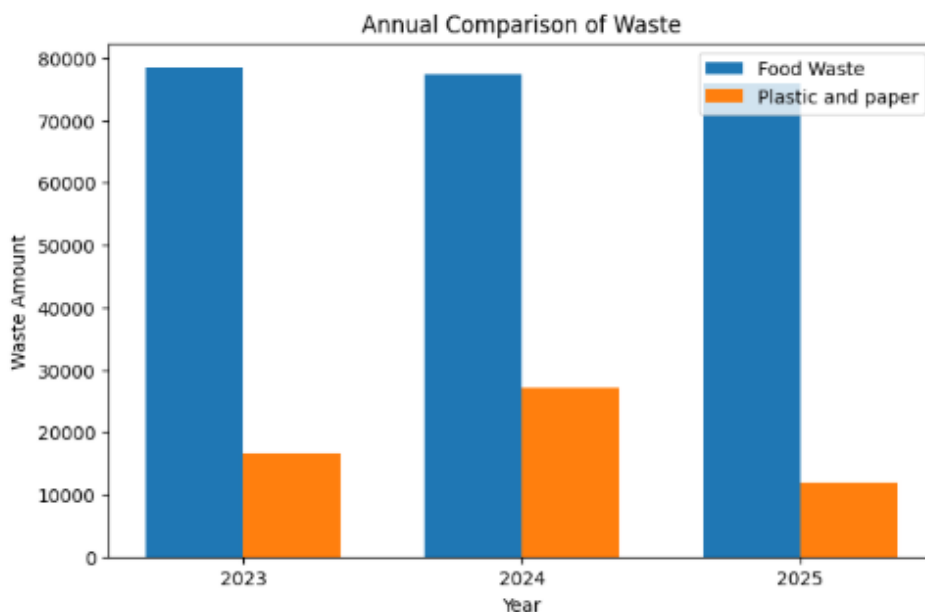
A sharp increase was recorded in 2024, followed by a substantial decrease in 2025. The reduction from 2024 to 2025 is approximately **55.9%**, which may indicate improvements in recycling practices, waste separation, or reduced packaging consumption.

- For 2026, will be required to determine whether the positive trend continues.

### Overall Conclusion

Overall, the results demonstrate positive progress in waste management, particularly in reducing food waste and packaging materials in 2025. It is recommended to continue implementing waste prevention, recycling, and monitoring measures in order to maintain and further improve performance in the coming years.

Target 2025	Result 2025	Status
Reduce food waste generation by 2%	Food waste reduced from 77,294 (2024) to 75,817 (2025), achieving a reduction of approximately 1.9%	Achieved
Promote recycling and increase recycled waste by 5%	Plastic and paper waste decreased from 27,110 (2024) to 11,960 (2025)	A reduction of approximately <b>55.9%</b> was achieved in plastic and paper waste in 2025 compared to 2024.



## Our Targets for Waste Management for 2026

<b>Reduce food waste</b>	Achieve an additional reduction of at least <b>2–3%</b> in food waste compared to 2025 levels through improved stock control, portion management, and waste monitoring.
<b>Reduce plastic and paper waste</b>	Continue minimizing plastic and paper consumption by increasing recycling practices and promoting reusable and digital alternatives.
<b>Improve recycling performance</b>	Increase waste separation and recycling rates across all operational areas.
<b>Employee awareness and training</b>	Conduct awareness campaigns and staff training on waste reduction, recycling, and sustainable practices.
<b>Promote sustainable operations</b>	Encourage suppliers and departments to adopt environmentally friendly packaging and reduced material usage.
<b>Strengthen waste monitoring</b>	Improve monthly tracking and reporting of waste streams to identify reduction opportunities and ensure continuous improvement.

## CHEMICALS

In year 2023 AKTI IMPERIAL purchased totally 36100 kg of Environmentally Hazardous Substances (which include Cleaning or sanitizing chemicals for housekeeping / food and beverage departments chemicals, Pool Chemicals and ground/garden chemicals).

In year 2024 AKTI IMPERIAL purchased totally 35377 kg of Environmentally Hazardous Substances (which include Cleaning or sanitizing chemicals for housekeeping / food and beverage departments chemicals, Pool Chemicals and ground/garden chemicals).

In year 2025 AKTI IMPERIAL purchased totally 31371 kg of Environmentally Hazardous Substances (which include Cleaning or sanitizing chemicals for housekeeping / food and beverage departments chemicals, Pool Chemicals and ground/garden chemicals).

In order to ensure that the correct amount of chemical is used for the daily cleaning activities chemical dispenser are installed in the housekeeping and kitchen areas to ensure the correct dosage of laundry or cleaning chemicals

Cleaning Program with depictions of the correct chemicals are placed in various areas where chemicals are frequently used i.e kitchen, housekeeping

- Our target for 2025 is to reduce chemical consumption by 2% and to research for environmentally friendly Chemicals where possible
- Our target for 2025 is to conduct training by an external contractor to educate the employees on the correct, efficient and safe use of those chemicals

		Annual Comparison Hazardous Substances			
-	2023	2024	2025	2026	
Pool chemicals	6941	8358	7656	TBD next assessment	
Chemicals for Food and beverage	16062	15782	15204	TBD next assessment	
Housekeeping chemicals	5327	3392	3217	TBD next assessment	
Laundry Chemicals	7770	6039	5300	TBD next assessment	
<b>Total</b>	<b>36100</b>	<b>35371</b>	<b>31377</b>		

**As shown** the data on Hazardous Substances shows a consistent overall reduction in chemical consumption/use from 2023 to 2025.

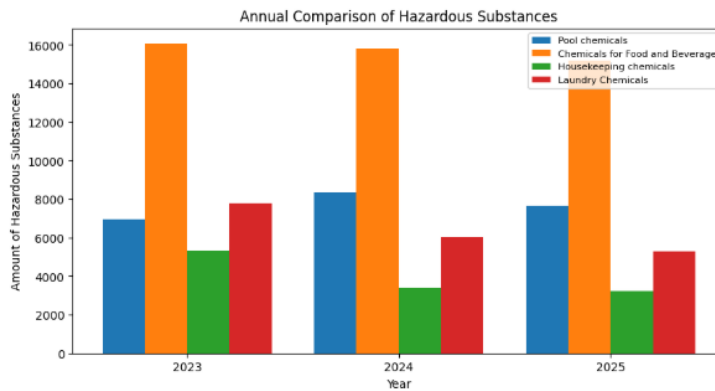
- The total amount decreased from **36,100** in 2023 to **35,371** in 2024 and further to **31,377** in 2025.
- This represents:
  - a **2.0% decrease** from 2023 to 2024
  - an additional **11.3% decrease** from 2024 to 2025
  - an overall **13.1% reduction** between 2023 and 2025.

### Category Analysis

- **Laundry Chemicals** showed the largest reduction, decreasing from 7,770 to 5,300 (-31.8%).
- **Housekeeping Chemicals** also decreased significantly from 5,327 to 3,217 (-39.6%).
- **Chemicals for Food and Beverage** decreased steadily from 16,062 to 15,204 (-5.3%).
- **Pool Chemicals** increased in 2024 but dropped again in 2025, resulting in an overall increase of **10.3%** compared to 2023.

Overall, the figures indicate improved chemical management practices and more efficient use of hazardous substances, contributing to a significant reduction by 2025.

2025 Target	Result 2025	Target Achieved
Reduce chemical consumption by 2%	Total hazardous substances decreased from 35,371 (2024) to 31,377 (2025), representing an <b>11.3% reduction</b>	✓ Yes
Research and use environmentally friendly chemicals where possible	Reduction in overall chemical usage indicates improved chemical management and optimization practices	✓ In Progress / Partially Achieved
Conduct training by an external contractor on the correct, efficient, and safe use of chemicals	Training was successfully conducted for employees on the proper, efficient, economical, and safe use of chemicals, helping improve awareness and reduce unnecessary chemical consumption.	✓ Yes



### Our Targets for Hazardous Substances for 2026

➤ Further reduce total chemical consumption	Achieve an additional reduction of at least <b>3–5%</b> in total hazardous substances consumption compared to 2025 levels.
➤ Increase use of environmentally friendly chemicals	Continue researching and replacing conventional chemicals with environmentally friendly and biodegradable alternatives where operationally possible.
➤ Improve chemical efficiency	Optimize chemical dosing and handling procedures to minimize waste and unnecessary consumption.
➤ Employee training and awareness	Conduct refresher training sessions for employees on the safe, efficient, and economical use of chemicals.
➤ Strengthen monitoring and reporting	Improve tracking and monthly monitoring of hazardous substances to identify reduction opportunities and ensure compliance with environmental standards.
➤ Enhance storage and safety practices	Maintain safe storage, handling, and disposal procedures to reduce environmental and operational risks.

## WATER

In year 2023 AKTI IMPERIAL had a total water consumption of 68.686 (m<sup>3</sup>) for the entire hotel season and 311.595 guests.

In year 2024 AKTI IMPERIAL had a total water consumption of 98.888 (m<sup>3</sup>) for the entire hotel season and 320.602 guests.

In year 2025 AKTI IMPERIAL had a total water consumption of 95.339 (m<sup>3</sup>) for the entire hotel season and 333.656 guests.

In order to reduce the water consumption the hotel has Posters on saving water are placed on staff notice boards about environmental management tips.

The watering of our gardens takes between 07:00 and 09:00 am in order to prevent water waste. The watering of the gardens is done automatically by using a timer.

Our aim for 2025 is:

- is to reduce the level of water consumption by 2%
- is to install water usage measurement equipment hotel sections to specify the water consumption for each hotel area/section

### Annual Comparison Water Usage

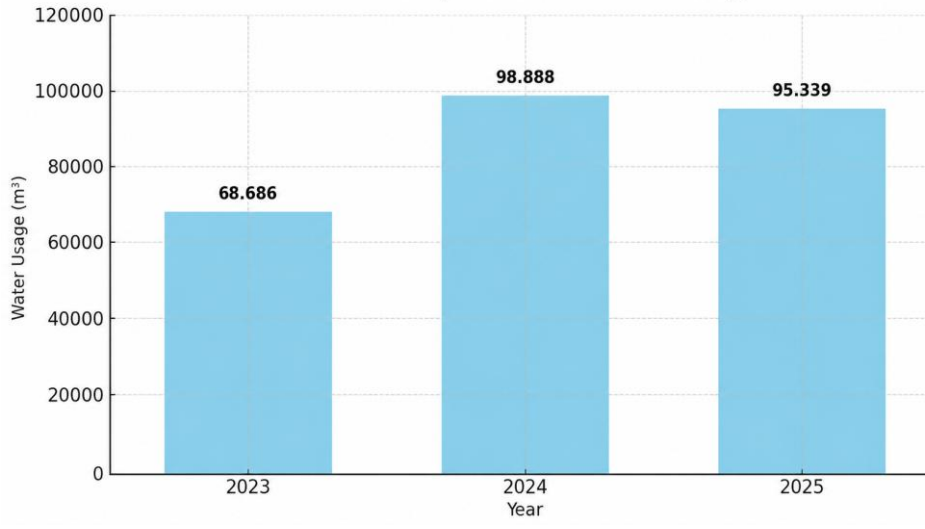
Water consumption	Total m3	Average m3 per guest night	Total kg CO <sub>2</sub> e	Average kg CO <sub>2</sub> e per guest night
2023	68.686	0,22	23.600	0,076
2024	98.888	0,31	34.000	0,106
2025	95.339	0.29	32,770	0,100
2026	TBD next assessment			

### Conclusion (2023–2025)

Overall, 2024 was a deterioration year for environmental performance, while 2025 shows a **partial recovery and improvement in efficiency**. However, the 2025 levels still remain higher than those recorded in 2023, indicating that the long-term trend across the three years is still **overall increasing, despite recent stabilisation efforts**.

Indicator	2024	2025	Change	% Change	Target	Result
Water consumption (m <sup>3</sup> )	98,888	95,339	-3,549 m <sup>3</sup>	-3.6%	-2% reduction	✅ Achieved (exceeded target)

### Annual Comparison of Water Usage



### Our targets for 2026 :

Area	2026 Target	Measurement	Rationale
Total water consumption	-2% to -4% vs 2025	m <sup>3</sup>	Continue downward trend and improve efficiency after 2025 reduction
Water per guest night	-3% vs 2025	m <sup>3</sup> /guest night	Improve operational efficiency per occupancy
CO <sub>2</sub> e from water use	-2% vs 2025	kg CO <sub>2</sub> e	Align emissions reduction with water savings
Sub-metering installation	100% coverage of key hotel sections	% of areas measured	Enable accurate tracking per department/zone
Data accuracy & monitoring	Monthly reporting per department	Reporting frequency	Improve transparency and early detection of waste
Operational efficiency	Reduce avoidable water loss (leaks/overuse)	qualitative + maintenance logs	Support technical optimisation

## **ENERGY**

In year 2023 AKTI IMPERIAL had a total energy consumption of 4.568.720 kwh for the entire season. The guests

In year 2024 AKTI IMPERIAL had a total energy consumption of 5.121.791 kwh for the entire season.

In year 2025 AKTI IMPERIAL had a total energy consumption of 4.817.743 kwh for the entire season.

In order to reduce energy usage we have implemented systems for magnet to switch off A/C units automatically when guests open the terrace door.

Posters on saving energy are placed on staff notice boards about environmental management tips. Information about save energy is placed in every room television also in public televisions.

Heat pumps and solar panels are installed for the heating and distribution of the hot water of the hotel

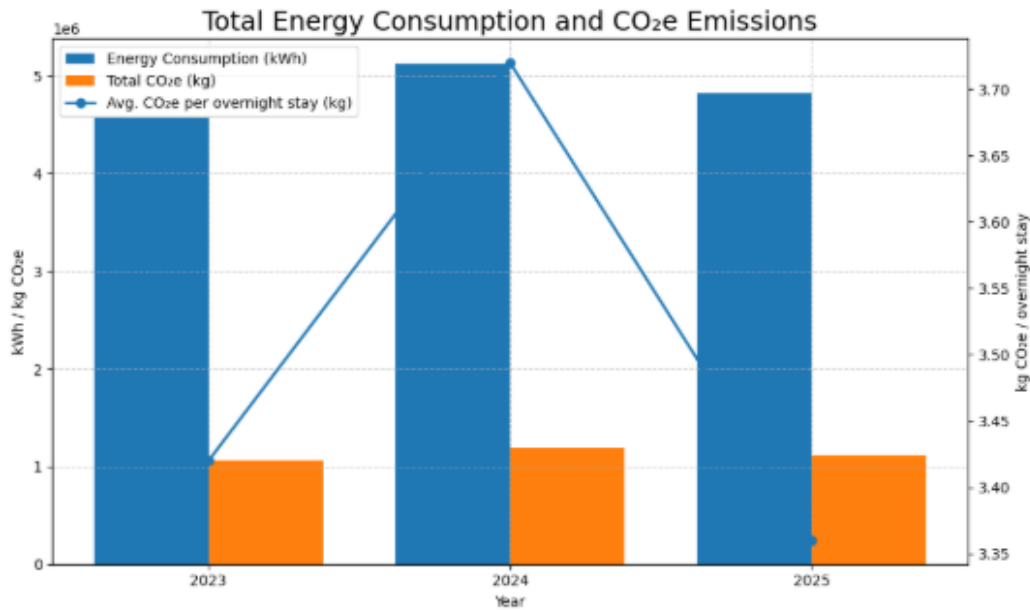
Our aim for 2025 is:

- is to reduce the level of energy consumption by 2%

Energy consumption	Total kWh	Average kWh per guest night	Total kg CO <sub>2</sub> e	Average kg CO <sub>2</sub> e per night επισκέπτη
2023	4.568.720	14,66	1.064.926	3,42
2024	5.121.791	15,98	1.192.059	3,72
2025	4.817.743	14,44	1,121,000	3.36
2026	TBD next assessment			

**As shown** in the data, energy consumption and emissions show a mixed trend over the period 2023–2025. Between 2023 and 2024 there is a clear increase in all indicators, with total energy consumption rising by 12.11%, CO<sub>2</sub> emissions by 11.94%, and both kWh and CO<sub>2</sub> per guest night also increasing, indicating higher environmental intensity during this period. However, in 2024–2025 the trend reverses, with reductions of 5.93% in total energy use and 5.96% in total CO<sub>2</sub> emissions, while efficiency improves significantly as kWh per guest night decreases by 9.64% and CO<sub>2</sub> per guest night by 9.68%. Overall, comparing 2023 to 2025, total energy consumption and emissions show a modest increase of around 5%, but efficiency per guest night slightly improves, with small reductions in both energy and carbon intensity, indicating a general improvement in operational efficiency despite higher overall activity levels.

Indicator	2024	2025	Change	Target	Target Achieved?
Total Energy Consumption (kWh)	5,121,791	4,817,743	-5.93%	-2%	✓ Yes (Exceeded)
Average kWh per guest night	15.98	14.44	-9.64%	—	✓ Improvement
Total CO <sub>2</sub> emissions (kg)	1,192,059	1,121,000	-5.96%	—	✓ Improvement
CO <sub>2</sub> per guest night (kg)	3.72	3.36	-9.68%	—	✓ Improvement



## Our targets for Energy for 2026

- Reduce total energy consumption by **3–4%** compared to 2025 levels
- Reduce energy intensity to below **13.8 kWh per guest night**
- Reduce total CO<sub>2</sub>e emissions by approximately **9%**
- Reduce carbon intensity to below **3.0 kg CO<sub>2</sub>e per guest night**
- Improve operational energy efficiency through HVAC and lighting optimization
- Strengthen ESG monitoring through quarterly sustainability reviews
- Increase employee engagement in sustainability initiatives
- Evaluate renewable energy and low-carbon operational opportunities

## FUEL CONSUMPTION

Fuel consumption for 2023 is 54.392 lt for the entire season.

Fuel consumption for 2024 is **49.787** lt for the entire season.

Fuel consumption for 2025 is **94.258** lt for the entire season.

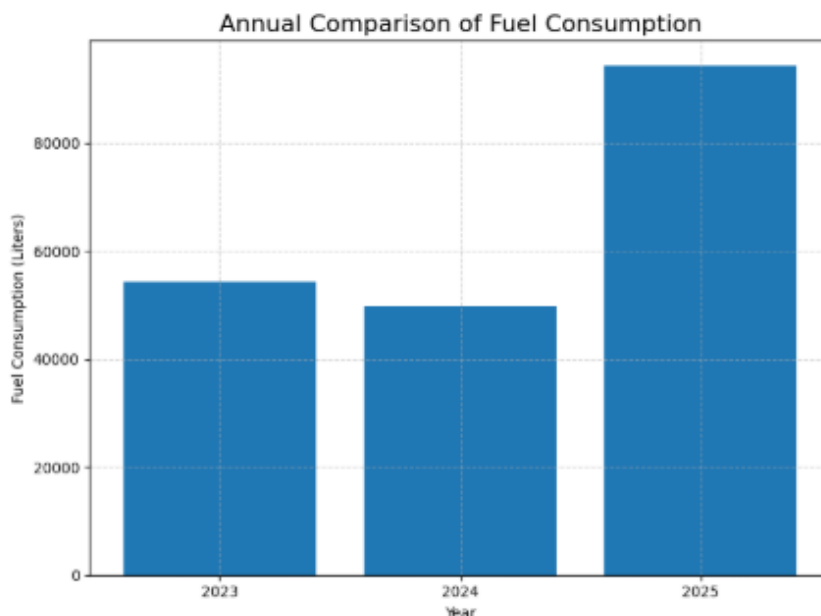
Our aim for 2025 is:

- Our target for 2025 is to reduce fuel consumption by 2% this year.

Annual Comparison Fuel Consumption				
-	2023	2024	2025	2026
Fuel (Lt)	<b>54.392</b>	<b>49.787</b>	<b>94.258</b>	TBD next assessment

As shown There is increase in fuel consumption during 2025, from **49,787 Lt in 2024** to **94,258 Lt in 2025**, representing an increase of approximately **89.3%**, is mainly associated with the overall increase in operational activity and guest demand. During the same period, the number of customers increased from **320,602 in 2024** to **333,656 in 2025**.

Furthermore, weather conditions during 2025 were less favorable compared to the previous year, resulting in increased use of boilers for hot water production as well as higher heating and cooling requirements. Consequently, additional fuel consumption was necessary in order to maintain operational comfort standards and service quality throughout the year.



### **Our targets for 2026 ;**

- Reduce total fuel consumption by **10–15%** compared to 2025 levels
- Improve fuel efficiency through optimized boiler operation and preventive maintenance
- Reduce unnecessary fuel use by enhancing heating and cooling management systems
- Monitor fuel consumption monthly to identify operational inefficiencies
- Improve energy management practices during periods of extreme weather conditions
- Evaluate alternative and lower-emission energy solutions where feasible
- Increase operational awareness and staff engagement in fuel-saving practices

## **MANAGEMENT OF HAZARDOUS SUBSTANCES**

- Our staff, who handles cleaning & sanitizing and pool chemicals, have been provided with specific training on safe use of chemicals
- We have posted specific instructions from Material Safety Data Sheets on how to safely store chemicals in the common folders
- Hazardous waste, such as batteries, air conditioning units, used cooking oil are being recycled throughout the season.
- Our target for 2026 is to continue recycling batteries, used cooking oil, light bulbs, metals, toner and inks.

## **BIODIVERSITY**

In order to contribute to the environment, we use local drought-resistant flora for the lawn and plants that enhance local biodiversity, such as oregano, basil, rosemary and mint, which have beneficial health properties.

### **Some of our actions:**

- We have Preserved green spaces with native plants instead of exotic ornamentals.
- We have Created biodiversity gardens (e.g., Mediterranean aromatic plants that attract bees and butterflies) and also we Avoid pesticides and chemical fertilizers that harm insects and soil.
- We Inform our guests about local flora and fauna (nature trails, brochures, guided tours).
- We Promote local products .

### **2026 Biodiversity Target**

- Continue the protection and promotion of the **Sea Lily (Pancratium maritimum)**, an endemic and protected Mediterranean plant species found on sandy coastal areas and beaches
- Increase visitor awareness regarding the ecological importance and conservation of endangered local plant species through educational information and environmental communication initiatives
- Further enhance biodiversity areas within the property using native and climate-resilient Mediterranean vegetation

## CONCLUSION

### **General Sustainability Conclusion**

The Company remains committed to continuously improving its environmental and sustainability performance through responsible resource management, operational efficiency, and the implementation of ESG-oriented practices across all activities.

During the reporting period, environmental indicators reflected both the increased operational activity and the growing number of guests served. Energy consumption, CO<sub>2e</sub> emissions, and fuel consumption were influenced by higher operational demands and less favorable weather conditions, which required increased use of boilers for hot water production as well as heating and cooling needs in order to maintain guest comfort and service quality.

At the same time, the Company continued to implement initiatives focused on energy efficiency, emissions reduction, fuel management, and environmental awareness. Biodiversity protection also remains an important priority through the preservation of native Mediterranean vegetation, the avoidance of harmful chemicals, and the promotion of local flora and sustainable practices.

Looking ahead, the Company aims to further reduce its environmental footprint by improving operational efficiency, strengthening sustainability governance, enhancing employee and guest awareness, and evaluating lower-carbon and environmentally responsible solutions. Through continuous monitoring and measurable sustainability targets, the Company seeks to support long-term environmental resilience while maintaining high operational and hospitality standards.

**Hotel Manager**  
**Michalis Symiakos**  
**01/05/2026**